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## Guest Editorila

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### Global employability and challenges towards pre-clinical competency for health sciences graduate in India

Inter-professional education (IPE) and practices in today's healthcare scenario is thinning down the walls between healthcare professionals. Crucial thought on global employability of graduates to match the present demands of health care, customers' expectations, role understanding among team members could bring about a change in the Indian healthcare training modes. Nursing profession is known for its global scope. Nursing has no boundaries. Today, opportunities are growing exponentially much greater than before, because of the trends and demographic changes.

Socio-economic trends, healthcare issues, accessibility, affordability, health tourism, political changes, economic stability, family evolutions, outlook on quality care and broad range of expertise among nurses have really broadened the scope of nursing. But, have we really peeped into the curricular changes that could bring about competency as a major change that can make our graduates employable in global market.

It is our utmost need as nurse leaders to stand together to bring about innovations into this very area of preclinical competence that can raise employability among the Indian graduates. Few of the areas that needs concentration as we prepare our graduates include:

- Therapeutic-assertive-communication skills
- Language preparations and qualification
- Cultural competency
- Clinical procedural skills
- Ethical mandates
- Experience and Exposure
- Registration and certification

**Therapeutic-assertive-communication skills:** Advocating for a patient needs assertive communication skills. Assertive communication skills as a tool can induce positive approach in the minds of a graduate in bringing about quality patient care, which is exciting and stimulating for a patient who needs to comply. Mutual respect, trust, self-esteem and decision-making abilities can be enhanced and reduce anxiety and chaos in healthcare scenarios.

**Language preparation:** Being an Indian graduate, we learn and speak many Indian languages with various excepted nonverbal cues. A question arises to what is globally accepted language? Besides English as a major language of the world, we need to prepare our pre entry language and languages of other countries of our interest and thereby bring confidence in stabilizing oneself in the global market.

**Cultural competency:** The first experience a nurse faces at her new work place is cultural shock. Understanding of shared traditions and practices of an ethnic group is essential for winning their confidence. Ethnic personality and healthcare information contamination can play a major role in advocating the patient's compliance and therapeutic effects. Diversity and sensitivity is an essential component of cultural competency, which needs training and assessment.

**Clinical procedural skills:** Indian clinical scenario for graduates' training needs standardization. Large number of nursing colleges and schools do not have parent hospital, where extensive training happens. Clinical procedures and techniques of

patient care taught and learnt have to be assessed with competency-based tools and knowledge, skills and attitudes must be ascertained. Their critical thinking, clinical reasoning and right decision making comes truly from these assessments for their employability.

**Clinical and laboratory experiences:** With the advent of simulation labs in all healthcare universities, it is mandatory that students learn in a simulated lab till they gain confidence and move towards taking care of live patients to reduce errors, adverse events and adverse reactions of medical management and also procedural skills. Use of structured reliable tools and checklists can bring about expected behaviour change in the young graduates. Learning to learn problem based, team based and engaged learning, and one must put attitude in the first place. Faculty equipped with these knowledge can mentor graduates for a better status of experience.

**Licensing and registration:** Licensing exam are presently not mandatory in India. Licensing practice needs to be focused in the years to come for good quality care needs. Today, most hospitals are NABH accredited. Nursing excellence is driving a change in Indian health care and all Indian Universities are aiming at global repute assessment. Nurses play a major role when it comes to patient care and quality assessment of any sort. Innovative, viable and reassuring curriculum revision can make this concept come true and not make it merely a dream.

**Legal acquaintance:** Most of us are aware of what is right and wrong. But have they been really transparent? Peoples' healthcare info and awareness has gained its momentum in this 21st century. No information on health is hidden from the people whom we care about, but the trajectory phase of our patient management with ethics and legal concerns have many a times taken us to lawsuits. To prevent nurses from legal implications, learning, understanding and certifying as practitioners becomes important.

Therefore, efforts are to be made towards pre-clinical competency existence to meet the challenging needs of people with health concerns globally and prepare the young graduates to endorse for their employability in the global health care arena.

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